



Australian
Library and
Information
Association

ALIA PLANNING CONSULTATION 2008

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ALIA

ALIA Planning Consultation 2008

PART 1A

National Advisory Congress Report

The National Advisory Congress is an important part of the Association's planning process and is part of our constitution. It provides an annual opportunity for ALIA members and directors to come together to discuss policies, issues and other ALIA matters. It is also an opportunity for members to provide feedback on a variety of issues and identify issues needing to be addressed by the Association.

At the 2006 National Advisory Congress in Perth, delegates had the opportunity to comment on ALIA, its services and support to members. As we undertake the 2007 National Advisory Congress, the ALIA Board of Directors is committed to addressing members' needs and ALIA's achievements. Visit Members' feedback at <http://alia.org.au/governance/nac/2006/>

Responses to Issues Identified by the National Advisory Congress 2006

The key message was 'We want more administrative and general support for groups'. In response to this, ALIA established a new part-time position designed to support and sustain ALIA Groups. The Groups Liaison Officer position has led to more communication between ALIA, Local Liaison Officers and volunteers as well as more resources to aid volunteers in their important work.

Another key direction was 'Training needs to be provided for group office bearers & the relationship between group office bearers and the Local Liaison Officers should be optimised'. Local Liaison Officers developed and ran groupFEST (an information event for committee members) around Australia in 2006. In 2007 more groupFESTs are planned to aid in the training and development of ALIA volunteers.

'A regular column in *inCite* on groups'. In 2007 ALIA featured a regular column in *inCite* on our ALIA volunteers. Each month one of our volunteers is interviewed by an ALIA Local Liaison Officer.

Comments were also made with regards to utilising retirees' skills and experience. 'Their affiliation with ALIA is starting to fade; ALIA is not a part of their life anymore, is there any way that this could be changed?' and 'A new way of communicating with retirees was needed in order to get their attention'. In 2007 ALIA organised a Retirees Working Party to investigate these issues and report to the ALIA Board of Directors.

Other comments were about membership. '[We want ALIA to] ask membership the type of activities that they would like to see, to support themselves personally and professionally'. ALIA is organising a survey to ask members their opinions of ALIA, its services and benefits. This survey will be conducted in late 2007.

The ALIA logo is a large, vertical, light grey watermark-style text 'ALIA' located on the right side of the page.

National Advisory Congress 2007

The 2007 National Advisory Congress (NAC) is an opportunity for ALIA members to meet with a Director and provide feedback on services and the future of the Association.

For 2007 ALIA's plan identified six major priorities for ALIA in order to meet the Association's objects, its core values and the vision for the Association. This plan reflected the views and feedback of members from previous NACs and was further developed by the ALIA Board to relate to feedback through the 2006 NAC.

For 2008, the Board has proposed that ALIA re-state its commitment to these six priorities but have added an additional priority, the development and support of a research culture among LIS practitioners. The priorities include:

1. Membership growth
2. Empower and support ALIA groups
3. Provide leadership in professional education and workforce planning
4. Financial sustainability
5. Good governance and management
6. Engagement and communication
7. Research culture

At the 2006 preNAC meetings and the NAC itself members agreed that the 2007 NAC should focus on a particular issue in depth, rather than look at a high level at all the priorities. It was agreed that ***providing leadership in professional education and workforce planning*** was the area that required most immediate attention.

This document includes a discussion paper on this issue and will be the basis for the 2007 regional National Advisory Congress meetings during September and October 2007.

The Board also welcomes comments from advisory committees, self-nominating groups and individual members.

How to comment

- Participate in a National Advisory Congress regional meeting (see <http://alia.org.au/governance/nac/2007/> for the locations and dates of regional meetings in 2007)
- Email planning@alia.org.au
- Phone 02 6215 8235 or 1800 020 071 (members freecall)
- Fax 02 6282 2249

If commenting by email, phone or fax, please submit your comments by Friday 19 October 2007.

PART 1B

DISCUSSION TOPIC

The focus of planning consultation for the 2008 goals for the Association is:

Provide leadership in professional education and workforce planning

This goal addresses ALIA's third object which is 'to ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations'.

This focus continues ALIA's priority of planning for the future of our profession as set out in our 2007 goals. The ALIA Board has confirmed its commitment to this goal for 2008.

Background documents

1. Workforce planning for LIS in Australia: a national challenge for all in the profession
2. Education Summit 2008

Discussion points

1. What do we need to do to ensure that we have a future workforce?
2. What is the role of employers?
3. What is the role of educational institutions?
4. What skill set will be required in the future?
5. How do we promote the library profession as a career and attract the best people into our profession?
6. How do we retain the best people in our profession?
7. What do you see is ALIA's role in these areas? How can we engage educators, employers and graduates? And other professional bodies?

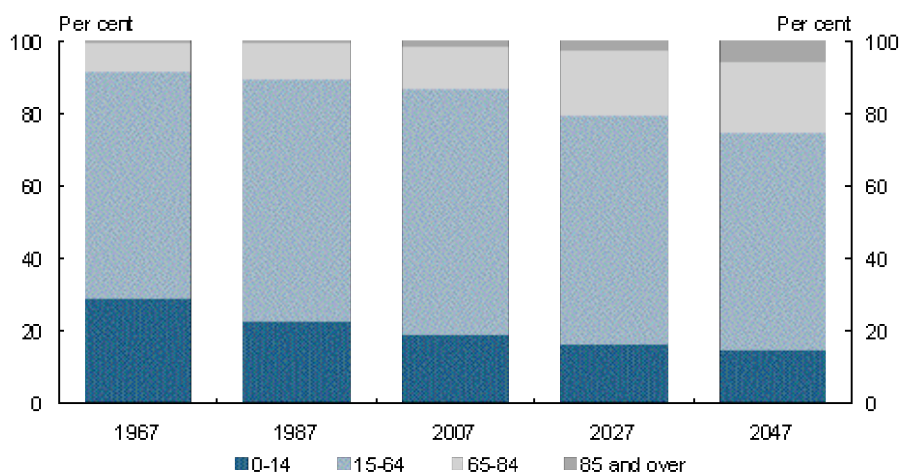
Workforce planning for LIS in Australia: a national challenge for all in the profession

Background

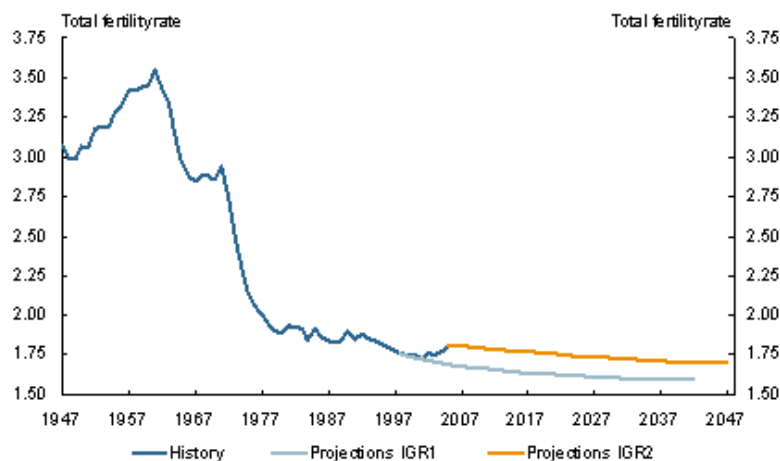
Australia has an aging workforce with lower labour participation forecast for the next 10-20 years.

In April the Australian Treasury released the Intergenerational report 2007 (<http://www.treasury.gov.au/igr/IGR2007.asp>). The report identified national trends which confirm the anecdotal evidence in libraries of an aging population and coming difficulties in filling positions as a national issue, not just a library issue.

We are just at the start of a significantly aging population profile, with decreasing fertility:



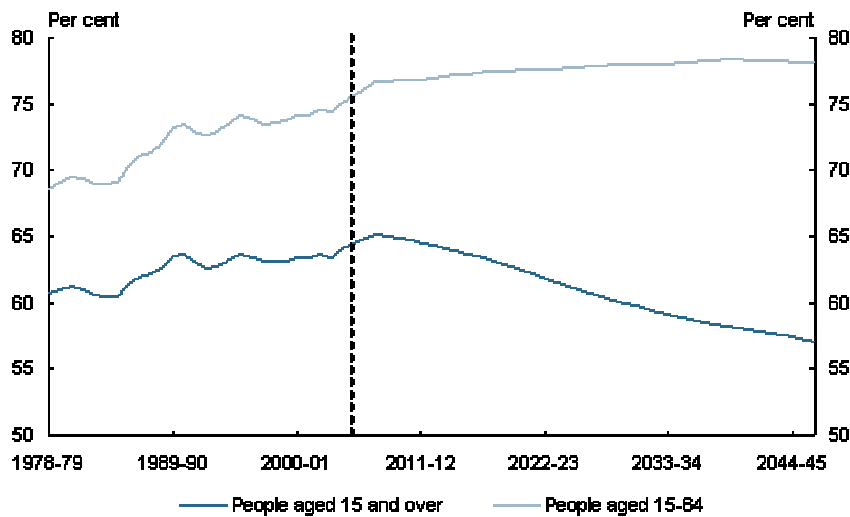
Australia's historical and projected total fertility rate



Intergenerational Report 2007

The labour participation rate is projected to fall as the large baby boomer generation moves from the labour force into retirement:

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The Productivity Commission also identified this trend in their report *Economic Implications of an Ageing Australia*, <http://www.pc.gov.au/study/ageing/finalreport/index.html>

The dynamics of the labour force can be likened to a leaky tub being filled by a hose. Retirement and other moves out of the labour force deplete it, while it is replenished mainly by new younger recruits and women re-entering the workforce after childbirth. The ageing of the population has big effects on these flows by increasing outflows due to retirement, while stemming inflows of new young workers. Much of the future labour supply story is purely demographic - a reasonable approximation to future labour supply growth is the change in the population aged 15 to 64 years (figure 3.13).

Figure 3.13 Growth in worker numbers is set to decline
Yearly percentage change in the number of people aged 15-64, 1944-45 to 2044-45



Overall, labour supply grows much more sluggishly as a result of ageing.

- In the 7 years from 2003-04 to 2010-11, the number of workers is projected to grow by around one million, while it would take nearly the full 21 years from 2023-24 to 2044-45 for the same growth to occur.
- In the next 40 years, effective labour supply growth will grow more slowly than the population (unlike in the past), so that hours worked per capita decline by around 10 per cent.

Changing graduates

Universities are finding it hard to attract entrants to many professions because of the combination of competing careers and many other factors. The impact will be profound. For example:

Mining-related departments in universities are shrinking at the time of the nation's biggest resources boom, with 10 geoscience schools closing or downsizing over the past 10 years and only 30 metallurgists graduating a year. Mining companies are forced to hire graduates trained in similar disciplines, such as chemical engineering and materials science, and train them on the job to meet the shortfall in professions such as metallurgy.

Ferrari, Justine "Miners left short by unis", *The Australian*, 19 June 2007.

Many professions are finding it hard to recruit.

A \$42 billion spending boom on information technology networks and services is being threatened by a chronic skills shortage. Large companies and government departments are struggling to find qualified experts to undertake crucial work.

Jones, Mike, "Reality bytes as IT jobs go begging", *Australian Financial Review*, 10 January 2006.

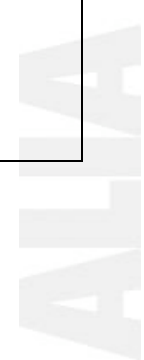
Impact on libraries

For libraries this reduction in labour force over the next decade is dramatic and will have a significant impact in the potential number of new recruits. Other professions are facing serious shortages already. Many librarians will be retiring in the next 5-10 years. Library technicians have a much younger profile; although more may leave the profession for careers in other areas (see <http://www.alia.org.au/employment/labour.market/>). An institutional survey is planned for the nexus study.

So what does this mean for Australian libraries?

Further questions

- How might we identify the people and skills needed for the next 2-10 years?
- What should ALIA be doing?



Education Summit 2008

Introduction

The proposed date for the Education Summit is Friday 28 March, 2008. It is being planned by the ALIA Education and Professional Development Standing Committee (Chair: Derek Whitehead, ALIA Vice-president email: Derek.whitehead@alia.org.au).

Purposes

- Discuss, debate and aim to achieve some consensus on major issues facing library and information education and the library workforce.
- Make recommendations to the Standing Committee and the ALIA Board for priority actions which it should take.
- Make recommendations to other players including the participants.
- Exercise leadership in an area of critical concern to our industry.
- Assemble a body of knowledge as a basis for consideration and decision-making.

Scope

Five areas have been identified as priorities. They include:

1. The role of ALIA in library education and workforce development.
2. Skills and attributes required by employers
3. Recruitment issues – getting and keeping the best people in the library industry.
4. Defining the industry: what do we mean by the library and information sector? (and what do others mean?) - both of these issues also relate to the issue of image
5. Basic professional qualifications – what should be the minimum qualification to become a library professional? This relates to the other issues, and to course content issues.

Participants

- Employers: These should include key individual employers and representatives of sectors. Not all employers are librarians, and it would be good to have a mix of people.
- Educators: Every library professional and paraprofessional course should be represented. As well as LIS, who else should we represent at the Summit?
- Researchers: The results of relevant research need to be available to the summit. These include work done by Gill Hallam, Roy Sanders (graduate destinations), Paul Genoni (graduate destinations) and others.
- Graduates: This is a broad group. How would they be represented?

Format of the summit

We have not yet decided this, and are open to comments and suggestions. There are two possible models.

- If the event is a summit there would be limited numbers and an effort to achieve consensus on actions and recommendations. The benefit of a summit is that the meeting would be better able to make decisions, and could achieve some progress. It would probably be limited to about 60. It may be difficult to represent employers adequately.
- If the event is more open, with perhaps several hundred people, they would mainly be talked at in a conventional conference setting. It would be harder to achieve agreement, and hard to work through issues in detail.

PART 2

ALIA INITIATIVES FOR 2008

- Boardroom Bound (handout)
- Review of advisory committees and representatives
- Technology: what members want from ALIA

PART 3

CELEBRATING SUCCESS

‘Celebrating success’, when members share their stories of the successes of groups or individual members, has been a popular and valuable feature of the NAC regional meetings for the past four years and this will continue.

These success stories will be included in the reports of regional meetings which will be loaded onto the ALIA website. They are also featured in a ‘Celebrating Success’ column in *inCite*.

PART 4

LOCAL ISSUES

Tell us your concerns and issues in your local area.

APPENDICES

Appendix 1

Proposed ALIA Goals For 2008

1. Membership growth

- a. Maintain a high membership retention rate
- b. Increase the number of institutional members
- c. Ensure that a higher proportion of LIS students and those entering the LIS workforce join the Association
- d. Provide services and activities that members value
- e. Communicate and market ALIA's services, activities and achievements

2. Empower and support ALIA groups

- a. Support groups and encourage members to participate actively in them
- b. Support and communicate effectively with group office bearers
- c. Communicate the achievements of groups and the benefits of belonging

3. Provide leadership in professional education and workforce planning

- a. Develop and promote a vision for education for the profession
- b. Support research on the sector's workforce
- c. Convene an education forum for educators, employers and practitioners
- d. Further develop and promote the co-ordinated professional development program

4. Financial sustainability

- a. Develop an investment strategy to ensure sustainability and growth of the Associations' asset base
- b. Increase revenue from membership subscriptions through growth in membership numbers

5. Good governance and management

- a. Review the composition of the Board to ensure it meets best practice in corporate governance
- b. Institute a 'Board readiness' program for members to develop skills and knowledge required to be effective Board members
- c. Implement and evaluate an organisational performance management and reported system
- d. Ensure the sustainability of ALIA's ICT systems

6. Engagement and communication

- a. Develop and maintain partnerships, including with Public Libraries Australia
- b. Deliver a range of promotional and marketing initiatives, promoting the sector and the value of libraries
- c. Support a program of conference and symposiums
- d. Increased communication between the ALIA National Office and our members the Board and ALIA groups

7. Research culture

- a. Develop and support a research culture among LIS practitioners
- b. Encourage evidence-based practice

ALIA FOUNDATION STATEMENTS

Objects of the Association

- To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy and democracy
- To promote and improve the services provided by all kinds of library and information agencies
- To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations
- To represent the interests of members to governments, other organisations and the community
- To encourage people to contribute to the improvement of library and information services through support and membership of the Association.

Vision

To be the association of choice for information professionals and the library and information services sector.

ALIA core values

- Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works.
- Connection of people to ideas.
- Commitment to literacy, information literacy and learning.
- Respect for the diversity and individuality of all people.
- Preservation of the human record.
- Excellence in professional service to our communities.
- Partnerships to advance these values.